

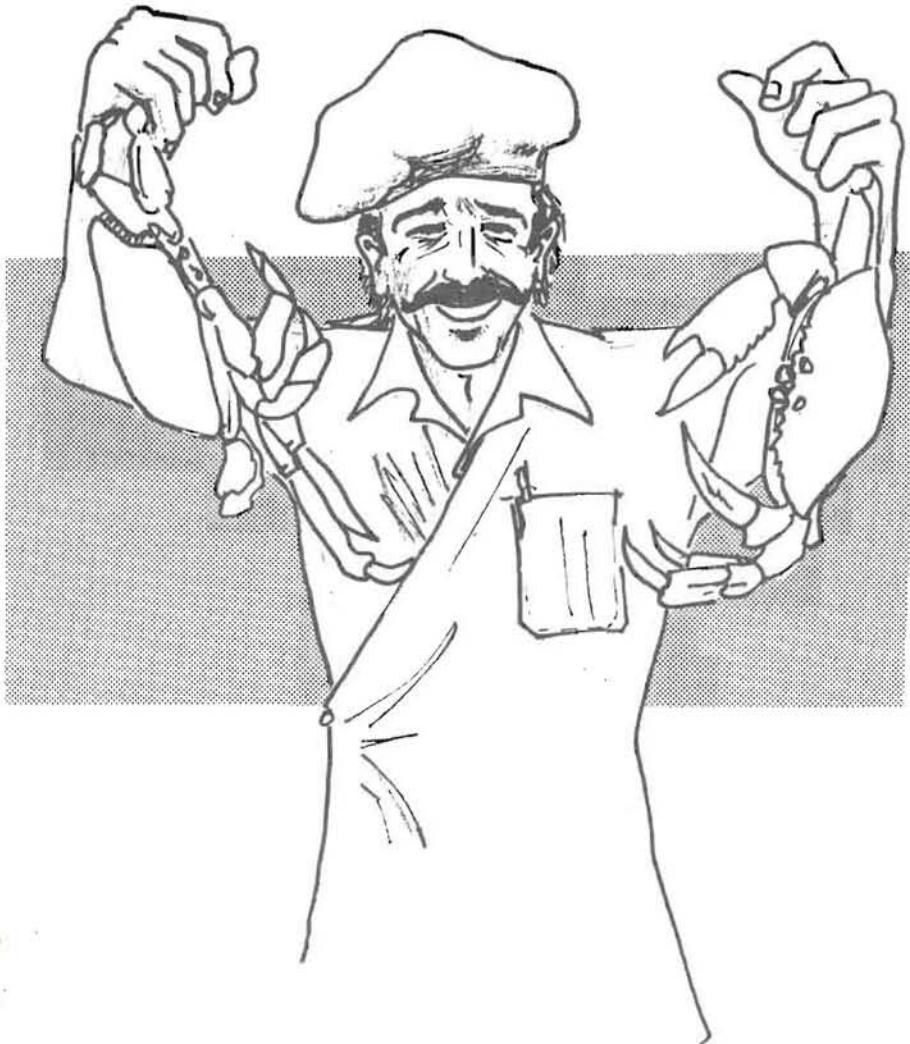
CO-OPERATIVE REVIEW



A publication for community based and worker based co-operatives in Victoria

No. 7. January 1983

GETTING WHAT YOU WANT – ALICE'S RESTAURANT



When Pam Jewell fronted up to work in her job as a cook a couple of weeks ago, her status had altered.

Pam had been employed as a cook in Alice's Restaurant, Warrnambool. Now she is one of eight worker/owners in Victoria's second co-operative restaurant.

The restaurant is connected to the Loch Ard co-operative who also run an art gallery and craft shop in Warrnambool. The other seven workers have already bought or are in the process of buying 2000 shares each in the business. The restaurant will be operated co-operatively with all worker/members having an equal say at regular meetings.

Some of the eight work only at Alice's Restaurant, some work only in the craft shop/gallery, whilst others are doing part-time work at both. The restaurant is currently being leased by the worker group.

The Loch Ard co-operative had submitted to the Co-operative Development Programme's Funding Committee for money but were knocked back. Undeterred, the group tapped outside funding sources.

Alice's Restaurant had an opening party on Thursday December 16th, 1982 to celebrate its new worker management and has been doing good business since. Alice's Restaurant is situated at 69 Liebig Street, Warrnambool, Ph. (055) 62 2051.

Victoria's first co-operative restaurant has been operating for two months now. It is run by the Brunswick Italo-Australian Co-operative at 140 Lygon Street, East Brunswick.



- Hodja is already looking towards early February, when three new publications will be released. Their very popular series, Festivals for Children, will soon be completed with the issue of the final title **New Year for Children**. Meanwhile, a novel format is being adopted for **Flags**, a collection of twenty posters and information on flags of the world. And perhaps most noteworthy of all is the publication of **Diversity and Diversions**, an annotated bibliography of Australian ethnic minority literature. If you have enquiries in regard these or other Hodja publications, ring 429 6111.

- Good news from Brunswick Work Co-operative. After a period when the prospect of new premises looked none too promising, the co-operative looks to have received something of a windfall. It has accepted an offer to share the old East Brunswick High School site with the Lynall Hall Community School. The spacious, two storey brick quarters couldn't be more suited to the co-operative's screen printing activities. Pending council approval the move should be made some time after the New Year.

Brunswick's reputation for fine quality posters continues to grow. Their work has been chosen for exhibition in a collection of Australian contemporary art soon to tour Japan. The itinerary includes fourteen Tokyo galleries. While back home the range of posters will continue to be expanded — at least ten new posters are planned for 1983. Finally, a reminder of Brunswick's ever-popular calendar. 1983 features the history of the Australian film in-

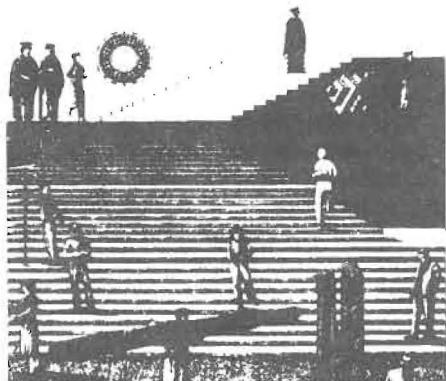
dustry and is available for \$7.00. Brunswick Work Co-operative can still be found during the next month at 173 Albion Street, Brunswick phone 383 3087.

- Apart from their highly successful restaurant opening (see story elsewhere in this issue) the Loch Ard Co-operative remains busy on a number of other fronts. Anne Sherwin is now working full-time on the production of her creative ceramics. Melbourne readers will be pleased to learn that mail orders are accepted. The co-operative has also recently brought out its own range of greeting cards. Depicting a number of local Warrnambool scenes, the cards are available individually or in the set of four. Upstairs, the gallery at present has underway a continuous exhibition of the work of local artists and in the new year plans are afoot to undertake a substantial promotional campaign through tourist outlets and motels. For the holiday makers yet to visit the co-operative, you'll find them at 56 Liebig Street, Warrnambool. Phone (055) 626 388.

- Further afield, Goldfields Radio continues to collect the plaudits. The recent Australian Broadcasting Tribunal Annual Report has shown that 3CCC — FM has the highest content of Australian music played of any radio station in Australia. The report, released in the second week of December, showed that 3CCC — FM played 72.1% Australian content during the 1981/82 year.

The figures will come as no surprise to those with an appreciation of Triple C's commitment to the recording of local music. The station's staff and co-operative members have recorded various folk festivals, cultural events and rock concerts around Central Victoria. Some of these include the Castlemaine State Festival, the Maldon Folk Festival, the Maryborough Women's Folk Festival and the Folk for the Franklin Concert. And in what's believed to be something of an Australian first for broadcasting from one public radio station to another, Goldfields received the 3RRR concert on the night of Thursday 16th December. The Marrionettes can now claim to enjoy an avid following in Chewton and Fryerstown. If you're touring Central Victoria during the holiday break tune in at 103.9 on the FM band.

- Sybylla Press have released a new range of cards and posters. The cards are of various scenes from the startling acts of the Wimmin's Circus, a group still fondly remembered by Melbourne theatre goers. The posters cover various issues, ranging from the women's press to that of a reproduction of a 1915 pamphlet, entitled 'Why we oppose votes for men', by Alice Miller, an American novelist and poet early this century. One particularly captivating poster presents a noteworthy sample of graffiti on a not untypical piece of sexist advertising, advocating consumers to "make life a shade more colourful". "Review his interest in carpentry" — the poster declares — "Saw his head off". The posters and cards are all available from Sybylla Press at 193 Smith Street, Collingwood, phone 417 1388.



MEETINGS YOU CAN ATTEND

The meetings take place on Tuesdays, 4 p.m. — 6 p.m. at the Vocational Orientation Centre,
42 Cardigan Street,
Carlton. Phone 347 7611 ext 256

Timetable for coming meetings:

Co-operative members are most welcome to attend both the regular Education and Training Planning groups meetings and the Conference Planning meetings.

Jan 11th	— Education & Training Planning
Jan 18th	— Conference Planning
Jan 25th	— Education & Training Planning
Feb 1st	— Conference Planning
Feb 8th	— Education & Training Planning
Feb 22nd	— Education & Training Planning

CO-OPERATIVE HARMONY

The Brent Co-operative Development Agency (CDA) was approached, very soon after opening in December 1980, by two West Indian musicians who represented two groups of reggae musicians comprising twenty three people. They wanted to set up a co-operative. So they wanted advice on how to go about it, and in particular how they could satisfy their aims within a co-operative structure.

The basic aim was to provide comprehensive facilities for musicians including rehearsal, tuition, production, management and promotion services. This aim stemmed from a deep interest in fostering black musicians in the bleak economic environment that prevailed in England at that time. Many of the black population looked to their music as a strong link with their Caribbean homelands; and of course the blight of continual unemployment encouraged an interest in

music, particularly on the creative side out of which developed an expression of dissatisfaction with current economic and social circumstance.

Many black musicians had been "ripped off" by sharp entrepreneurs. Also young aspiring musicians did not have the economic viability to improve their talents. The need and desires were there for a co-operative. All had similar aims. The CDA decided to pull it all together. There was no capital apart from some savings which were earmarked for purchase of much needed equipment and tapes.

The first thing that needed to be done was find a venue for practice. The CDA found a large room on a Brent Council owned housing estate. We negotiated a nominal fee for a license. There was a small office and storeroom just off the room.

The co-operative proposed to become involved in musical education in the schools. So that just enabled the CDA to direct it to the Arts Council which favourably viewed an application for funds to set up a small school education program in the Brent area. Also, funds were used to soundproof the practice room.

The CDA encouraged a strong participation in a co-operative education program which culminated in a weekend conference at the ICOM (Industrial Common Ownership Movement) headquarters. We had taken steps to draw together our resources to prepare a business plan, financial forecast which eventually resulted in a successful application to Brent Council leading to priority listing for traditional Urban Aid.

Today the co-operative has a recording studio and a well developed education program. So the encouragement of the CDA has resulted in the twenty three musicians forming a successful co-operative which has a very important social and economic significance for those involved and the community at large.

They were twenty three people, playing in what could be termed loosely as two groups, with common aims and common needs; all termed unemployed by the authorities but with a desire to create their own industry.

The CDA, once again, used its resources and personal contact, to find a venue, negotiate a license, draw a business plan, purchase equipment and form the legal structures. Also, other co-operatives in that infrastructure assisted — for instance the Kilburn Building and Training Co-operative undertook the small renovations to the studio venue, as did the Transport Co-operative assist in transporting equipment to schools and concert venues.

If anyone is interested in further information, please contact me by leaving your request with Joey at the Co-op Federation. Next month I will discuss the operation of the CDA, and its relationship to the development of co-operatives in the London area.



DAVID WHITCHURCH, former lawyer with Brent CDA and director of Loch Ard Co-operative.

THE NATIONAL WAGE SCENE

Current Developments in Wage Fixation

Wage fixation at the present time is not easily explained. The traditional means by which wage rates are fixed - through conciliation and arbitration and inside and outside industrial tribunals - still remain. The former centralised system, which was based on guidelines determined by the Australian Conciliation and Arbitration Commission in 1975, dominated wage fixation procedures until mid-1981. This was abandoned by the Commission in July 1981. Its abandonment led to the pursuit of wage demands on an industry or occupation basis. This approach has been broadly co-ordinated by the ACTU which has endeavoured to ensure that all workers are treated fairly.

Attempts by the ACTU in the 1982 National Wage Case to establish the basis for the return to a workable centralised system based on cost of living adjustments failed. Lack of support for such a system on the part of employers and the Commonwealth Government means that the future of wage fixation remains uncertain. However it is highly probable that the traditional 'National Wage Case' will not assume the dominant role of past years. Efforts will again be made by the union movement to ensure that workers are treated fairly and equitably, regardless of their place of employment, through a centralised approach in which the Commission plays no co-ordinating or national role. Cost of living adjustments - as measured by the Consumer Price Index - remain the paramount priority of the trade union movement. This priority has historically been of fundamental importance in the functions of unions and will be pursued outside the traditional confines of a national wage case if our current pessimistic assessment that the ACTU's preferred option - a system under the auspices of the Commission - remains an unattainable option.

Blaming the Unions

There would hardly be anyone in Australia at the present time who has been immune from the debate over the state of the economy and the most appropriate means by which the economic recession should be cured. Newspapers, radio and TV are full of comments by 'experts'. At almost any social gathering the question of unemployment and its effect upon a friend, relative or acquaintance is being discussed. Within the general perspective that even tougher times are ahead the per-

ennial issue of the relationship between wages and jobs is raised. We have all heard the comments that:

- unions are to blame for the economic downturn;
and
- the economic problems would be solved if unions showed "wage restraint".

Both these propositions are mere assertion and are based on:

- (i) biased views against trade unions and their work;
- ii) a misunderstanding of the complexity of the economic recession;
- (iii) a total denial of the positive role wages play within the economy and upon the meaning of wage restraint.

Central System Fairest

Australia's trade union movement has traditionally supported a system of wage fixation which treats workers simultaneously and equitably. A centralised system under the umbrella of the Australian Conciliation and Arbitration Commission can be the most effective mechanism by which this system is achieved. As a union movement we reject the notion that each worker should have his/her pay assessed according to the capacity of a company or industry to pay. Such an approach:

- acts against the basic characteristic of Australia's traditional values of equality and fair treatment;
- would, over time, divide society as the gap between living standards of different workers became wider;
- would distort labour and product markets. (If planning to be a painter or a nurse would you seek employment in a low profit industry, when, with the same skills, you could join a highly profitable industry and receive a much higher salary?); and
- ignores the fact that wage increases are required to restore lost purchasing power - the cost of living of a person or family in a low profit industry is the same as that in a high cost industry.

Despite the ACTU's commitment to a centralised system under the auspices of the Commission it is clear from successive national wage cases and inquiries in the past two years that the ACTU's views are not shared by other participants in industrial relations. Most notably neither the private employers, at a national level, nor the Commonwealth Government support either a centralised system or cost of living adjustments.

Keeping up with Costs

Cost of living adjustments are supported by trade unionists for obvious equity reasons. Clearly workers' living standards fall if prices rise and wages do not reflect such rises. On economic grounds also it is the ACTU's view that without at least the maintenance of living standards via cost of living adjustments, consumer spending will fall leading to reduced production and hence to a rise in unemployment. If the government sector is not increasing its expenditure, if growth in exports is declining, then how will investment and employment increase unless consumers spend more?

It is simplistic to look at wages merely as a cost to employers. Wages are also an important determinant of people's living standards and an important source of growth in the economy. Private consumption, of which a large proportion is accounted for by wage and salary earners and their families constitutes over 60 per cent of Australia's total output.

The ACTU considers cost of living adjustments to be the most important factor in wage fixation. It is not a case of the dog chasing its tail - higher output will reduce unit costs and not all costs are wages. Other non-wage costs may cause a higher or lower inflation rate. The government can manipulate the CPI and create a lower price increase and hence wage increase and reduce the inflation rate. It is easy to resort to simple assertions which cast the blame on to unions.

Reduced Spending Hurts the Economy

If Australian workers suffered a large reduction in wages, we do not believe that the economy would be assisted because demand would fall as indicated above. The causes of the recession are complex. This is obvious from the following pertinent questions.

- Will an international recession be solved by lower wage costs?
- Will exports increase?

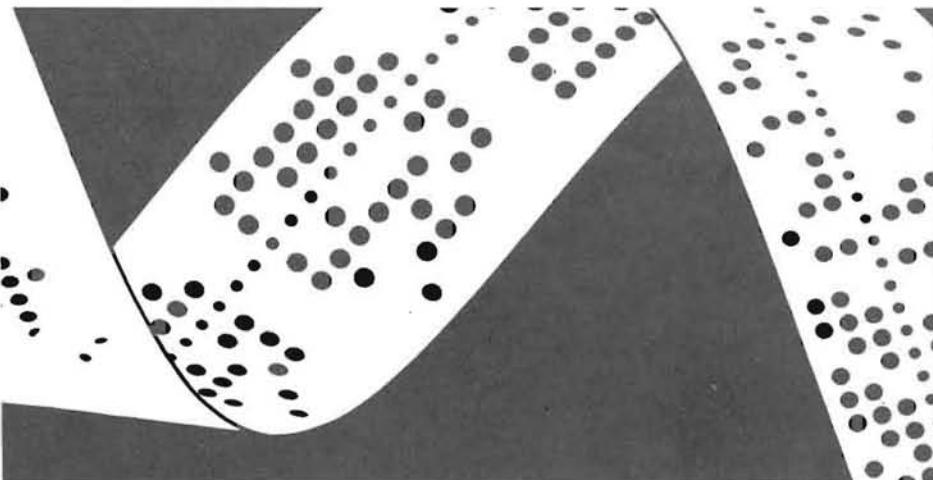
- Will the farm sector recover from reduced commodity prices and drought because of lower real wages?
- Will lower living standards for workers reduce interest rates in Australia, let alone in countries such as the US which dominate the setting of interest rates in other countries?
- Can it be demonstrated (rather than asserted) that at a time of a world recession lower living standards and reduced demand for Australian goods will reduce unemployment and create jobs?

We believe cutting real wages will not achieve these results.

That is not to say that excessive increases in wages can be justified in the present environment. A distinction must be made between what constitutes a constructive approach to wage fixation, based on assessment of industrial, equity and economic criteria, and cheap gimmicky calls for a real wage reduction. Reducing real wages will not help the Australian economy which demands an approach to economic policy based on the commitment to pursuing the objective of full employment, despite the very real difficulties which exist in realising that objective. Once we as a nation accept full employment as the paramount objective and key groups work together to achieve that objective over time a major hurdle inhibiting its realisation will be overcome. The time is overdue for consensus rather than confrontation.



JAN MARSH, Advocate/Research Officer ACTU. From 1982-83 ACTU Youth Book.



MICROCOMPUTERS FOR SMALL BUSINESS

Have you ever asked yourself the question, "Should I computerise my business?" The chances are that a yes or no answer simply won't suffice. That question inevitably raises others:

- * Can any of the activities now performed manually be done better with computer support?
- * Is a computer practical for you? Will it fit in with your methods of doing business?

No article or book can fully answer these questions; a careful, deliberate study of your specific situation is required. This article will establish a general framework for examining the first question — what types of computer applications are currently available that might prove useful to small businesses?

The Three M's — Micro, Mini, and Mainframe

The second place that an article concerning computers parts company with the masses typically involves the use of jargon (the first is the use of the word "computer" itself). The Macquarie Dictionary aptly defines jargon as "debased outlandish or barbarous language". How true!

As this article deals with the uses to which computers can be meaningfully put, most of the technical jargon can be blissfully ignored. Unfortunately, some is necessary when discussing computers; indeed, some has already fallen into common English usage (e.g., programme hardware, and software). Business application programmes (software) are run on computers of all sizes, ranging from the huge mainframe computers used by government and big business, through minicomputers, down to microcomputers

(sometimes called "personal computers"). The dividing lines are somewhat hazy but, unlike mainframes and minis with their rooms full of hardware, micros have all processing functions printed on a single chip and are typically small and portable.

Make no mistakes, though, microcomputers are efficient, effective machines. They are faster and more powerful than the minicomputers of ten years ago which cost a hundred thousand dollars or more; micros are more powerful and versatile than the mainframes of two decades ago which cost in the millions. This computing power is now available for users in the \$5,000 to \$30,000 price range.

A Word (or Two) of Caution

The advent of microcomputers in the past five years has changed the computer environment markedly; computers can now be made available to nearly everyone in nearly any organisation. Some observers have gone as far as to predict a "second industrial revolution": others point to the growth of an "electronic cottage industry". But the path has proven rocky for many.

Most of the horror stories going around today about computers are probably true, at least in part! Everyone using computers has had at least one close encounter of the worst kind. Computer technology has been peddled as a business panacea, but has often fallen woefully short of expectations. In too many cases what was touted as the solution has become part of the problem. There are many traps for the unwary.

Potential microcomputer purchasers must observe the common-law rule of "caveat emptor" (let the buyer beware)

as in few other industries. The micro sales arena is turbulent and cutthroat: after all, microcomputer technology is advancing so rapidly that new ideas today will be obsolete within five years.

The rampant growth of the microcomputer industry has, as might be expected, brought out the sharks. Although some dealers are aware of the far-reaching social, psychological, political and scientific implications of their goods and services and accept their attendant responsibility, others manifest the "get rich quick" syndrome. All, of course, have "just what you need!" Woe is the uninformed buyer! On a recent trip to Perth, I found eight ads in the Yellow Pages which looked promising for locating a particular part for my micro (worth \$205 in Melbourne); five of the eight dealers had either changed hands, moved, or gone out of business. Of the remaining three, one offered the part for \$255 and another for \$280. I ultimately bought an Asian imitation from the last shop for \$50.

While we're discussing hardware... the choice of the right brand and model from amongst so many is not easy. It's far better to first select the specific software applications you need (or covet) and then find the right hardware. Often the hardware decision will hinge on such factors as after-sales service or training. Of course, the choice of software is not easy, either. From amongst the vast array of word processor programmes available for my micro, for example, I narrowed the field to three fully acceptables and then made my decision based upon the best negotiated price.

The caution that holds true for computer hardware and software is no less true for consultants selling various computer-related services. There are some very good consultants in Australia who offer honest, unbiased value for money; others, however, may receive commissions to favour one product or another.

The primary words of caution, however, relate to none of the above. If your present business practices are unsound, the computer will not fix them... you may find yourself in the unavoidable position of making the same mistakes faster and more often.

Much of the historical blame for the failure of computer systems lies with managers who approved computer systems but delegated their design, implementation, and operation to computer "experts" who knew much about the computer aspects but little about the business practices to be supported. The success of computerisation depends upon the involvement of everyone in the organisation.

Why Consider a Computer?

Computers come into their own when performing repetitive activities. They often can handle tedious tasks far more accurately and quickly than can be done manually.

Above all, microcomputers are as flexible as the user permits. Properly designed and competently assembled, a single micro system can perform a full range of functions including accounting, word processing, market assessment, financial planning, filing, inventory control, and on and on. Programmes even exist to monitor and control electric power consumption to maximise energy conservation.

A review of your operations will suggest areas that might be computerised. Each potential application should be independently evaluated. The computer, if adopted, will force a rigorous discipline upon your operation. This is the time to define what form that discipline will take — not later, when you are struggling to reconcile row upon row of numbers from your newly paid-off software package with the old, tried and true manual ledgers.

Conversely, evaluation of a prospective application may reveal that a certain practice was being done in an ineffective or inefficient manner. It may well be that correcting the procedure solves the problem so well that no computer is needed.

The micro is like a high-quality tool kit; as in other endeavours, it will ultimately be your skill in selecting and using the proper tools for the job that will determine the aesthetics and utility of the product.

Typical Business Applications

The stage is now set to look at the general types of software used by many small businesses today. The programmes are typically obtained in one of four ways:

- * Programmed by the user
- * Programmed by an outside consultant
- * Purchased as an off-the-shelf software package
- * Purchased with computer time from computer service bureau

The third option will probably be the selection of choice for most small business microcomputer users. Bear in mind that this article deals in broad frames of reference — in generic terms — rather than in brand names. Most of the generic categories have a dozen or more software packages vying for attention. If possible, try before you buy; make sure that you can live with the software package selected. A brief example will underscore this point.

A minicomputer at my office has a

fantastic text editor (improved word processor) that has the capability to do just about anything, including automatic page, figure, and paragraph numbering and indexing. It can produce manuscripts in just about every commonly accepted format in use today. Unfortunately, I convinced a long service fellow with an impressive title to use this tool for his latest tome. . . the results were disastrous! He, you see, has been using a special format of his own unique design for years and now repeatedly wonders (aloud and to all and sundry) why the computer is so inflexible.

Microcomputer applications have been divided into the major and minor categories shown below. In the next "Co-operative Review",

ories shown below. In the next "Co-operative Review", Part 11 of this article (entitled "Business Software for Microcomputers") will examine each of these generic categories.

Administrative and General Systems

- Word Processing
- Mailing Lists
- Filing (Database Management)
- Graphics

Finance Systems

- Financial Statements
- Cash Flow Analysis
- Investments
- Taxation
- Business Planning

Accounting Systems

- General Ledger
- Accounts Payable (Purchase Journal)
- Accounts Receivable (Sales Journal)
- Order Processing, Invoicing and Billing
- Payroll
- Fixed Assets Register

Marketing Systems

- Sales Statistics and Analysis
- Advertising
 - Mail
 - Point of Sale
- Market Analysis and Forecasting

Operations

- Stock/Inventory Control
- Production Control
- Process Control
- Productivity Measurement
- Technical Support
- Training

RAYMOND W. SARLIN

(DISGUISED) UTOPIAN SOCIALISM?

The British Co-operative Movement in a Socialist Society by G.D.H. Cole. Published by George Allen and Unwin Ltd. London. 1951.

Interesting reading for those keen to learn more of one man's analysis of the co-operative vision is G.D.H. Cole's **The British Co-Operative Movement in a Socialist Society**. Cole, the author of a large number of books on British labour history, prepared this book as a report to the Fabian Society. In it he examines the possibilities of socialising different types of business on co-operative lines alongside an examination of some of the achievements and problems of co-operatives to date.

Cole does what few other co-operative writers seem to do — compares the ideas and structures of the early co-operatives to their suitability in the modern (well, 1951) world. The nineteenth century State was one which repudiated all responsibility for the welfare of its people. The working classes (and their friends) responded by building Trade Unions to improve wages and conditions, Friendly Societies to provide benefits in old age and ill health, Co-operative Investment Societies and Co-operative Consumer Societies. In those times such services could not have been forthcoming any other way and the early division between self-help and the State has continued to exist in the Co-operative Movement. This background, Cole argues, leads many co-operators to ignore the advantages and possibilities of a Socialist state.

In his section on the socialisation of the Retail Trades, for example, Cole outlines four models for socialist reconstruction:

1. State could purchase certain undertakings and run them under the auspices of a public corporation in the same way that gas and electricity services are run.
2. State could buy the businesses in question and hand them over to local government authorities to run as municipal businesses.
3. State could buy businesses and sell them outright to the co-operative movement or lease them to existing co-operative societies.
4. State could "mutualise" businesses by

acquiring them, reorganising along co-operative lines and slowly selling shares to newly recruited members. Working capital could be provided by the State in the form of a loan to be paid off as the mutualised businesses become better established and gradually become fully-fledged co-operative societies.

The latter utopian vision is the one most favoured by Cole as he goes on to discuss the various structures and ideas pertinent to such a system. Cole makes the reasonable assumption that only a (Fabian?) socialist society would implement such a programme. He assumes that in the not too far distant future inherited fortunes will have been wiped out by large properties passing into the hands of the State, that ownership of industry would be in public hands and accumulated savings channelled into societies where the funds are used for projects of recognised public importance.

Although this book may have well pleased the Fabians, Cole acknowledges "many co-operators will almost certainly dislike it". He bases this on the wide variant he saw existing at that time between the co-operative movement and the organised labour movement more heavily in favour of state ownership of industry.

As the ideals and programmes for socialism change, Cole argues, co-operative ideals must learn to shift from the dangerous fringes of laissez-faire capitalism into the arena of public ownership. His arguments in favour of this are convincing. The question is, 32 years later, how far have such steps proceeded?

KARINA VEAL Co-operative Education and Training Unit.

INTERNATIONAL UPDATE

Malaysia

A national seminar on School Co-operatives was held by the Angkasa in Kuala Lumpur from 2nd to 6th August, 1982. The main objective of the seminar was to accelerate the growth and development of school co-operatives in the country. About 140 participants representing school co-operatives functioning in different secondary schools in the country participated in the seminar. Active assistance was provided by the Directorate General of Co-operatives, the Ministry of

Education and the ICA ROEC in the conduct of the seminar. The seminar was inaugurated by the Minister of State and Rural Development, Dato Sanusi Junid. Royal Prof. Ungku A. Aziz, President of Angkasa, also addressed the seminar participants. Dr. Dharam Vir, Joint Director (Education) ICA ROEC, participated as a Resource Person. Presently there are 349 school co-operatives with a total membership of 147,381 in Malaysia. The share capital was M \$ 874,661 and the business turnover was M \$ 5.28 million. It is planned to set up another 500 co-operatives in the secondary schools in the whole of Peninsular Malaysia with a membership potential of one million members.

Nepal

Four regional seminars on Population Education through Co-operatives have been held in Nepal during 1982. These seminars were designed to discuss ways and means to link up family planning services with co-operative services and to recommend modalities for effective implementation of population education camps currently being organised at co-operative society level. In addition it also aimed to inform the participants of effective teaching and communication methods that are relevant to population education needs of co-operative members. Participants in these three-day seminars included district co-operative officers, co-operative auditors, co-operative inspectors and sub-inspectors, all field officials having direct and regular contact with co-operative members.

A master programme for the running of the seminars was developed and followed in four regions. The programme included sessions of paper presentation, panel discussion, field visit and group discussions. Three working papers on the main themes of the seminars were presented by resource persons in each seminar. They included:

- Integration of family planning services with co-operative services,
- Programme of Population Education through co-operatives, and
- Effective implementation of Population camps.

CONTRIBUTIONS WANTED

Has your co-operative submitted material to a recent edition of the Co-operative Review? We seek involvement from co-operatives and hope to publish your material or pursue areas you express interest in.

Please do phone Karina or Tony at the VOC (347 7611 ext. 256) with ideas for material for future editions.

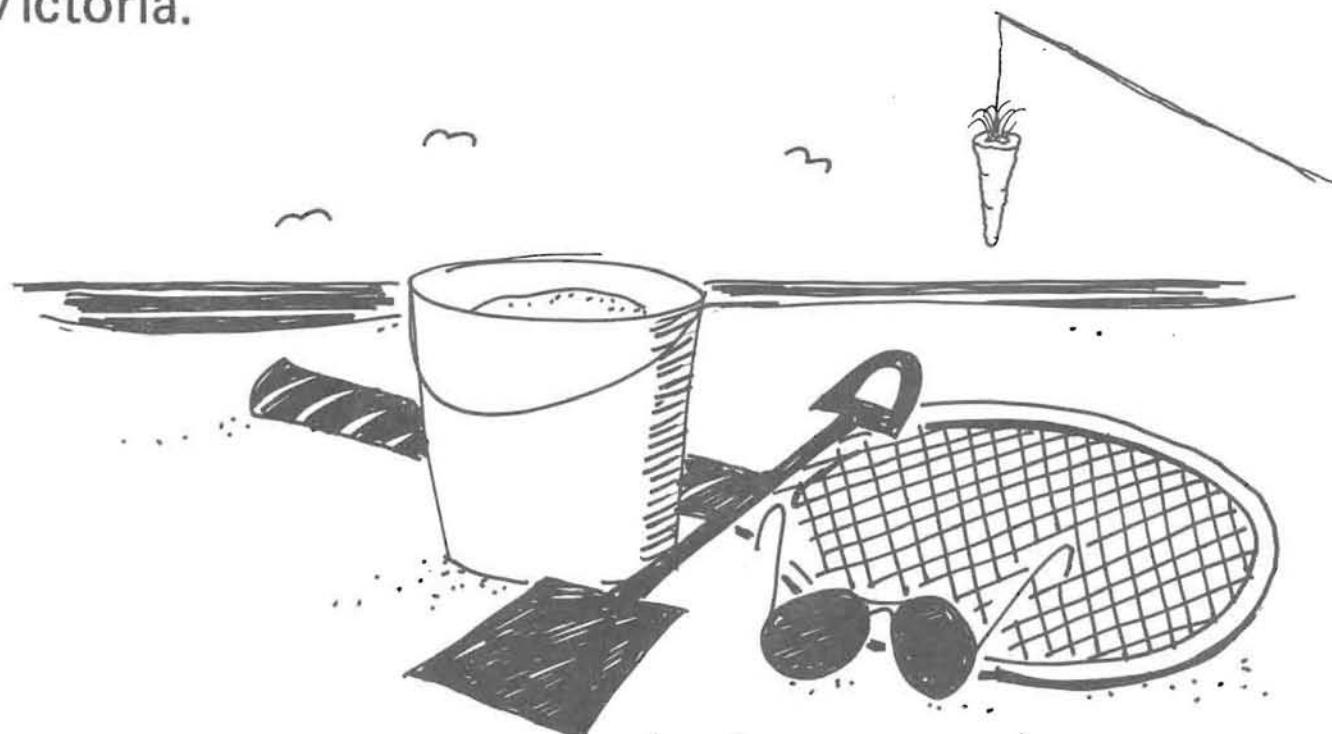
CO-OPERATIVES AND SOCIAL CHANGE

A weekend conference. Why do we want change? Can we talk of a co-operative movement? What commitment do co-operatives require? What industrial possibilities/problems do co-operatives present. Is it all worthwhile?

The weekend will focus on some issues pertaining to co-operatives through speakers, panels, discussion, films etc. The emphasis will be on discussion and input from the Victorian co-operatives.

Free for members/workers/directors of co-operatives in the Co-operative Development Programme. Organised by the Co-operative Education and Training Unit.

From Friday February 11th 1983 – Sunday February 13th 1983. At Erskine House, by the beach at Lorne, Victoria.



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